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9149

A G R E E M E N T

between the

LYME CENTRAL SCHOOL DISTRICT

and the

**LYME CENTRAL SCHOOL RELATED
PERSONNEL ASSOCIATION**

July 1, 2004 - June 30, 2007

**RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

DEC 06 2004

ADMINISTRATION

17

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ARTICLE I RECOGNITION

The Lyme Central School District (hereafter referred to as the "District") recognizes the Lyme Central School Related Personnel (hereafter referred to as the "Association" or "bargaining unit") as the exclusive representative for the purpose of collective negotiations and the settlement of grievances for all non-supervisory employees working in the following titles: Building Mechanic, Cleaner, Clerical, Teacher Aides, Monitors, Typist, Bus Driver, Bus Aides, Food Service personnel. All other titles are excluded. The bargaining unit does not include any position the District may designate as management or confidential after notification to the Association and all other titles.

ARTICLE II MANAGEMENT RIGHTS

It is understood by the parties that except where expressly limited by a specific provision of this Agreement, the Superintendent or his/her designee, shall have the sole right to manage the District including, but not limited to: regulate work schedules; set the standards and procedures of selection of employment and promotion; the assignment and direction of staff; and to exercise complete control and discretion of its organization and the facilities, methods, means and technology of performing its work.

ARTICLE III NO-STRIKE PROVISION

The Association agrees that no member of the Association or representative of the Association shall engage in, cause, instigate, encourage, or condone a strike against the District.

ARTICLE IV GRIEVANCE PROCEDURE

Definitions

1. A "grievance" is defined as an alleged violation of the express provisions of the Agreement.
2. A "grievant" shall mean any unit member of the Association and/or the Association itself.
3. "Immediate supervisor" shall mean the department supervisor or building administrator who unit members report to.
4. The term "representative" shall mean the person or persons designated by the grievant as his or her counsel to act in his or her behalf.

5. The term "days" shall mean regular business days (excluding Saturday, Sunday and legal holidays).

Basic Principles

1. It is the intent of these procedures to provide for the orderly settlement of differences in a fair and equitable manner. The resolution of a grievance at the earliest possible stage is encouraged.
2. Every unit member shall have the right to present a grievance in accordance with the provisions hereof, free from interference, coercion, restraint, discrimination or reprisal and shall have the right to be represented by the Association at any or all stages of the proceeding. All hearings shall be confidential. No settlement of a grievance shall be in contradiction to the provisions of this Agreement unless agreed to in writing by both parties of the contract.
3. Grievances not presented within specified time limits, and in the manner prescribed at the various stages, shall be deemed withdrawn with the understanding that the time limits set forth herein may be extended by mutual agreement of the parties. If the District does not meet its time line requirements, it is understood the grievance may move to the next stage.
4. It is recognized by the parties that the processing of grievances shall not interrupt the normal work day whenever possible, and shall be outside the regular school day unless mutually agreed to by the parties.

Procedures

Step 1 - Informal Stage: The grievant, or their representative, shall orally present the grievance to the immediate supervisor within ten (10) days following the event, which caused the grievance. The immediate supervisor shall issue a written decision to the grievant within five (5) days of this meeting.

Step 2 - Formal Stage: If the grievant is not satisfied with the decision at Step 1, the grievance may move to Step 2. Such must be done by the grievant in writing to the Superintendent within five (5) days of receiving the Step 1 decision. The Superintendent, or his/her designee, must schedule a hearing with the parties within five (5) days of receipt of the request, hold the hearing within ten (10) days of receipt of the request and reply in writing to the grievant within five (5) days of the Step 2 hearing.

Step 3 - Board Stage: If the grievance is not satisfactorily resolved at Step 2, the grievant may submit a written appeal to the Board of Education within five (5) days after receiving the decision at Step 2. Within thirty (30) days of the receipt of an appeal, the Board of Education or a committee of the Board shall hold a hearing with all parties in interest on the grievance. Within ten (10) days after the conclusion of the hearing, the Board of Education shall render

a decision in writing on the grievance. Such decision shall be promptly transmitted to the parties in interest. Notwithstanding anything set forth above, the Board of Education or the committee thereof, shall not be required to meet at more than fifteen (15) day intervals to process grievances.

ARTICLE V EMPLOYEE OBSERVATIONS

1. Employees will be observed by their immediate supervisor and/or the Superintendent, or his or her designee, at least once a year. Employees will be notified when the observation is to be made.
2. The observation or evaluation will be on forms developed by the District.
3. Job descriptions will be developed and reviewed periodically. Salary shall reflect specific responsibilities and duties of unit members.

ARTICLE VI PERSONNEL FILES

1. The official District personnel file shall be maintained in the central office. Employees shall have the right, upon request, to review the contents of their files. An employee shall be entitled to have a personally selected representative accompany him or her during such review.
2. Upon receipt of a written request, the employee shall be furnished a reproduction of any material, excluding reference or information obtained in the process of evaluating the employee for initial employment.
3. No material derogatory to an employee's conduct, service, character, or personality shall be placed in the file unless the employee has had an opportunity to read the material. The employee shall acknowledge that he/she has read such material and must affix his/her signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she has read the material. Within 14 days from the date that the unit member signs such a document, the unit member shall have the right to write a rebuttal and attach it to the document.

ARTICLE VII MISCELLANEOUS

1. This agreement shall constitute the full and complete commitments between both parties and may be added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written and signed amendment to the Agreement.

2. This agreement shall supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms.
3. Any individual arrangement, agreement or contract between the Board and an individual employee, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement/agreement, or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this agreement, this agreement, during its duration, shall be controlling.
4. The District shall distribute copies of the this fully executed Agreement to all bargaining unit members.
5. Transportation procedures and guidelines will be provided annually to all bus drivers and bus aides.
6. An IRS 125 Plan shall be available for unit member participation.
7. Direct deposit of pay checks will be available if requested.
8. The District will purchase bus cameras as needed to keep its entire fleet of buses equipped with such.

ARTICLE VIII NEGOTIATIONS

1. The Superintendent and/or his/her designated representative(s) will meet with designated representative(s) of the Association for the purpose of negotiating the terms for a successor Agreement. Negotiations shall be conducted in private.
2. Upon request of either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set not more than fifteen (15) working days following such request. All issues proposed for discussion shall be submitted in writing by the parties or their representative(s) at the first meeting. All necessary subsequent meetings shall be at a time mutually agreed to by the parties
3. Both parties agree to conduct negotiations in good faith.
4. Both parties shall furnish upon request of the other party, all relevant and material information pertinent to the issue(s) under consideration.

ARTICLE IX RETIREMENT

1. The District agrees to make the New York State Employees' Retirement Plan, 75i, available for eligible unit members.
2. Unit members retiring with ten or more years of continuous service in the Lyme Central School District who submits his/her resignation, along with an intent to retire, at least five (5) months prior to retirement shall receive payment for his/her accumulated unused sick leave in accordance with the following:

Days 1 through 100	\$8.00 per day
Days 101-180	\$12.50 per day

Part-time unit members with ten or more years of continuous service will receive the above on a prorated basis.

ARTICLE X HEALTH INSURANCE

The District offers eligible unit members basic hospitalization, surgical-medical, and major-medical coverage as provided through the Jefferson-Lewis et. al. School Employees' Healthcare Plan (the "Plan").

Eligibility and Premium Contribution

1. Only full-time employees are eligible to enroll in the Plan.
2. For the purposes of this Article, "full-time" employees are defined as bargaining unit members who regularly work 25 hours or more per week. "Part-time" employees are defined as bargaining unit members who regularly work less than 25 hours per week.
3. The preceding paragraph notwithstanding, Bus Drivers who regularly work 15 or more hours per week are considered full-time employees for the purposes of this Article. Bus Drivers who work less than 15 hours per week are considered part-time employees for the purposes of this Article.
4. The Board shall contribute 90% of the premium cost and the participating employee shall contribute 10% of the premium cost for Plan coverage.
5. Arrangements for any required physical examination, T.B. test, etc. will be made by the Board. If the employee wishes to be examined by his/her private physician, such examination will be paid for the employee. The preceding sentence notwithstanding, the Parties acknowledge and understand that Bus Drivers may not use private physicians for required physical exams.

Retirement

1. Employees who were hired prior to July 1, 1998:
 - a. who have at least five (5) years of continuous service in the District before they retire, will be eligible to receive health insurance coverage from the District after retiring and the District shall contribute 50% of the premium cost for and the participating retiree shall contribute 50% of the premium cost for Plan coverage.
 - b. who have at least ten (10) years of continuous service in the District before they retire, will be eligible to receive health insurance coverage from the District after retiring and the District shall contribute 90% of the premium cost for and the participating retiree shall contribute 10% of the premium cost for Plan coverage.
2. Employees who were hired on or after July 1, 1998:
 - a.. who have at least ten (10) years of continuous service in the District before they retire, will be eligible to receive health insurance coverage from the District after retiring and the District shall contribute 50% of the premium cost for and the participating retiree shall contribute 50% of the premium cost for Plan coverage.
 - b. who have at least fifteen (15) years of continuous service in the District before they retire, will be eligible to receive health insurance coverage from the District after retiring and the District shall contribute 90% of the premium cost for and the participating retiree shall contribute 10% of the premium cost for Plan coverage.
3. Members of the bargaining unit with the vested years of service listed above, who leave the District prior to retiring under the New York State Employees' Retirement System ("ERS"), may continue coverage under the healthcare plan by paying 100% of the premium cost. When the bargaining unit member commences to receive ERS benefits, then their contribution towards the premium will be determined by their vested years of service in the Lyme Central School District, as listed above. In order to be eligible for this benefit, the retired employee must be receiving ERS retirement benefits and the last place of employment under such system was Lyme Central School District.

Changes in Healthcare Plan

1. The Association agrees to accept any and all changes to the Jefferson-Lewis et. al. School Employees Healthcare Plan as determined by the Plan's Board of Trustees.
2. The District shall inform the Association of any change in the carrier. Coverage to be from anniversary date of the plan or contract for the life of this Agreement.

ARTICLE XI LEAVE PROVISIONS

Sick Leave

1. Unit members may carry over unused sick leave days to the next year, which can accumulate up to a maximum of 180 days. The sick leave days shall accrue each year as follows:

Bus Drivers	15 days
12 month unit members	12 days
10 month unit members	10 days
Part-Time unit members	6 days
2. Unit members absent for more than three (3) consecutive work days may be required to provide a doctor's statement upon the Superintendent's request.

Sick Leave Bank

Objective: The sole purpose of the Sick Leave Bank is to provide additional sick leave to bank members who have exhausted their own sick leave and who require additional days as a result of an unplanned, prolonged serious illness. The Bank will be administered by a committee consisting of the specific Association President and Vice-President, an employee member (or 3 employees if there is no Association), and two administrators, including the Superintendent or his/her designee, according to the following guidelines:

Conditions:

1. This Sick Leave Bank is open to all employees of the District who agree to join the Bank.
2. Prospective members will apply for membership by notifying the Sick Leave Bank Committee in writing.
3. The deadline for application for membership is September 30th of each year.
4. Members with more than 12 annual sick days will donate two (2) days at the time of joining and one day for each year thereafter up to ten (10) years to retain their membership. Members with 12 or fewer annual sick days will contribute two (2) days at joining and one day each year thereafter up to six (6) years to retain their membership. Members with 3 or fewer annual sick days will contribute one (1) day at joining and no other contribution will be assessed.
5. Membership may be terminated by notifying the Committee in writing. If an employee terminates membership, (s)he shall be eligible to rejoin the "Bank" with the express written consent of the Sick Leave Bank Committee as defined above.

6. Membership will be continued each year without application.
7. Days donated are non-refundable.
8. Only members of the Bank are eligible to draw benefits.
9. The Sick Leave Bank shall be available for application to any illness or disability except for a normal childbirth. "Normal childbirth" is defined as a pregnancy during which the employee is well enough to continue working her usual schedule, followed by a childbirth which is free of any complications which would require a convalescence longer than six (6) to eight (8) weeks. An employee who applies to the Bank for a pregnancy and/or childbirth with complications shall submit competent medical evidence to substantiate the same. The Bank Committee may require additional medical evidence to determine whether the employee is eligible to draw days from the Bank for such complications.
10. A member making an appeal for days will meet with the Committee, if necessary, to determine whether days from the Sick Leave Bank will be granted.
11. When a member makes an appeal for sick leave, the Committee will respond in writing within four (4) school days after the request has been made.
12. The Committee reserves the right to require a physician's statement in response to an appeal for sick leave, and before the granting of possible benefits.
13. Days granted to a member do not have to be returned to the Bank; days granted and not used must be returned to the Bank.
14. Maximum benefits granted will be as specified by the following schedule:

Whichever is Less:

	<u>Workdays</u>		<u>Percent of Bank:</u>
0-5 Years in the District	20	or	5
6-10 Years in the District	40	or	10
11+ Years in the District	60	or	15

If conditions warrant, the applicant may reapply to the Committee for additional days.

Benefits will be granted only as long as days remain available in the Bank.

15. Benefits will apply only to days on which the member would normally have been paid.
16. If the Bank should be reduced to 125 days in any given year, the Committee may draw one additional day from each member to re-supply the Bank. Such action will be taken only once in any school year, and only after notice has been given in writing to all members of the Bank.

17. When the Bank's total accumulation of days reaches 300 days, additional days shall not be drawn from the general membership except from new members who join the Bank.

Personal Days

1. Personal leave days may be granted unit members from accrued annual sick leave days as follows:

Bus drivers and 12 month unit members	3 days*
10 month unit members	2 days*
*Noncumulative	
2. Requests for personal leave use must be submitted to the Superintendent on a form provided by the District at least 48 hours in advance. The 48-hour period may be waived at the discretion of the Superintendent.
3. All requests for personal leave use must state the reason for such leave.
4. Instances of personal leave include personal business which cannot be conducted outside the normal workday. Examples may include legal transactions involving a legal instrument (deed, mortgage, transferring of title, etc.) Or court order, attendance at weddings or commencement exercises, funeral of a member outside of the immediate family.
5. Personal days may not be used for recreational purposes or to extend weekend, vacation, or school recess periods. Valid uses of personal leave may be granted at the discretion of the Superintendent. Personal days do not accumulate to the following year.

Family Illness

1. For the purpose of this section, "immediate family" is defined as: husband, wife, children, mother, father, brother and sister of the employee, or other individual living in the employee's household.
2. Five of the annual sick leave days accrued may be used by an employee for serious illness in the immediate family. Up to ten (10) additional days may be made available upon the express written approval of the Superintendent.

Bereavement Leave

1. Employees (including part-time employees) will be granted up to five (5) days paid leave for bereavement in the event of a death in the immediate family.
2. For the purpose of this section, "immediate family" is defined as: husband, wife, children, mother, father, brother, sister, grandparents; immediate family of the employee's spouse; or an individual living in the employee's household. In an unusual circumstance, the employee may be granted (upon request) up to two more days to be taken from accrued sick leave.

Vacations

1. Only 12 month employees may be eligible for vacation leave. Vacation time may be taken when school is not in session, or when school is in session with approval of the Superintendent.

<u>Years of Service</u>	<u>Vacation</u>
1	1 week
2 - 5	2 weeks
6 - 19	3 weeks
20 plus	4 weeks

2. Five (5) working days is one week.
3. Employees in the unit are permitted, with approval of the Superintendent, to roll over a maximum of 10 days vacation time. At no time will a number greater than 10 be carried over.

Holidays

1. Full-time 12 month employees will observe the following paid holidays: July 4th, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Lincoln or Washington's Birthday (whichever one the school observes), Good Friday, and Memorial Day. December 24th and the 31st to be observed at the discretion of the Superintendent. If a holiday falls on Saturday or Sunday, the employee may receive the preceding Friday or the following Monday off (when school is not in session) at the discretion of the Superintendent.
2. 10 month employees and part time employees will observe the following paid holidays: Columbus Day, Veteran's Day (providing school is not in session), Thanksgiving Day, Christmas Day, Martin Luther King Day, and Memorial Day. Part time employees' holiday pay will be pro-rated.

Snow Days

1. 12 month unit members who report to work on "Snow Days" will be reimbursed at regular rates. Those who elect not to report must use a vacation (unpaid day if none are available) unless excused due to weather by the Superintendent.
2. 10 month employees who report to work on "Snow Days" will be reimbursed at regular rates. Those who elect not to report must take an unpaid day unless excused due to weather by the Superintendent.

Miscellaneous

1. A bargaining unit member who regularly work 25 hours or more per week shall be considered a full time employee for sick leave, benefits, and participation in the health plan and in

retirement benefits. The preceding sentence notwithstanding, Bus Drivers who regularly work 15 or more hours per week shall be considered full-time employees for sick leave, benefits, and participation in the health plan and in retirement benefits. A 40- hour work week must be performed before receiving overtime pay.

2. Annual notices with vacation/sick/personal days will be provided.
3. For unit members, except for Bus Drivers , a 15-minute break will be provided after each four hours worked..
4. Length of Workday: The workday for cleaners, custodians, and building mechanics shall normally be eight (8) hours excluding meal time. The district reserves the right to establish part-time positions if it chooses. Determination of the workday length for all unit members is at the discretion of the District (as per labor law regulations). The hourly wage rate shall be calculated on actual work hours excluding meal time. Unit members will not be reimbursed for meal time.
5. The F.T.E. custodial (if any), building mechanic, and cleaner work week is 40 hours.
6. Each cleaner, custodian (if any) and building mechanic will work five (5) Saturdays (40 hours) during the school year (September through June) if requested by the Superintendent with a day off during the week as compensatory time off. A Saturday schedule would be set at least one week in advance with the employee, unless waived by the employee. Employees may request Saturday assignments. Multiple requests will be determined by seniority (years of service). Compensatory time may be used to extend a vacation with the Superintendent's permission. The compensatory time off is intended to be a day off during the week in which the unit member will be working on a Saturday. In extenuating circumstances, the Superintendent can approve the compensatory day off be used during a different week. In such extenuating circumstances, the unit member must use the compensatory day off in the year earned and cannot carry it over to another contract year.
7. Summer hours for July and August for the Typists will be assigned a maximum of 32 hours per week. When the current Typist leaves the position, this language will sunset
8. Temporary Assignment: When the assistant cook acts as cook-manager for a consecutive period exceeding two weeks, the individual in the position will receive an additional \$2.00 per hour for any time after the initial two-week substitution period.
9. Safety Shoe Reimbursement: Unit members required by the District to wear safety shoes shall be reimbursed up to \$50.00 toward the purchase of a new pair of safety shoes each contract year. The employee must present a dated proof of purchase to the District to receive reimbursement.

ARTICLE XII PAYROLL DEDUCTIONS

The District agrees to deduct from the salaries of unit members, dues for the Lyme Central School Related Personnel, as said members individually and voluntarily authorize the District to deduct, and to transmit the monies promptly.

ARTICLE XIII TRAINING

1. Whenever possible, training that is required by the District of unit members shall be completed during work hours. Unit members, other than transportation personnel, shall be compensated at an hourly wage calculated pro rata from their yearly wage when training outside of regular work hours is required.
2. Transportation personnel required to take any training listed below, shall be compensated at the following rates for training:
Basic 20-hour course - \$50 stipend.
Advanced driver course - \$50 stipend .
Safety meetings - a \$50 stipend shall be included in the regular salary for the required 2-hour refresher/safety course(s).

ARTICLE XIV ASSOCIATION BUSINESS DAYS

The Association shall be allowed three (3) paid days within the school year for Association business. The day(s) must be requested by the Association President to the Superintendent. The Association will pay the per diem cost of a substitute if one is hired.

ARTICLE XV LAYOFF/RECALL

1. In the event of a layoff of unit members, such layoff shall be accomplished by terminating the employment of the least senior member within the appropriate civil service title. Seniority shall be defined as the length of continuous service within the District in that title affected.
2. Recall shall be in the inverse order of layoff. A unit member shall remain on the active recall list for a period of two (2) years from the time of layoff. A unit member shall forfeit these rights to recall if he/she refuses to accept a position that is offered from which, they were laid off.
3. Any proposed layoff will be discussed with the Association President prior to implementation.

ARTICLE XVI
EXTRA TRIPS FOR BUS DRIVERS

1. Extra trips which are not connected to a driver's regular a.m. or p.m. run (meaning downtime 30 minutes or more) shall be compensated for the first 1-1/2 hours at \$18.50/hour (\$27.75). Extra trips will be compensated at a minimum of 1-1/2 hours. For each hour after the first 1-1/2 hours the driver shall be compensated in 15 minute blocks at the hourly rate. Any extra trips which are connected to a regular a.m. or p.m. run with less than 30 minutes of downtime will be compensated at the established hourly rate. All time for the late run shall be compensated in 15 minute blocks at the hourly rate established.
2. It is the responsibility of the Association to see that each extra trip has a driver. Whenever possible, twenty-four (24) hours notice will be given for extra runs. Whenever possible, a driver that has committed himself/herself to driving an extra run may not refuse that run less than 24-hours previous to the run except in an emergency.
3. The reimbursement rate for the Watertown/BOCES run shall be the established hourly rate for that run, determined from the time students depart the bus from the driver's regular a.m. contractual run until the students are back on the bus for the driver's regular p.m. contractual run.

Compensation

1. When a driver is assigned to an extra trip that is an overnight trip, he/she will receive a regular trip scale with the following exception.
 - a. Downtime with provisions for hotel accommodations for the driver will call for a deletion on the pay schedule for sleep time. Deleted time will be approved by the head mechanic/bus supervisor. If the trip is not an overnighiter and motel accommodations are provided, the same rule will apply.
2. Meal reimbursement for special trips will be provided up to \$7.50 for breakfast, \$7.50 for lunch, and \$12.50 for dinner when a dated receipt is presented.
3. In the event a trip is cancelled following pre-tripping of the bus, the driver will receive his/her minimum time unless the trip was during a regular run time. If the cancelled trip was during a regular run and the driver can do the regular run, he/she will be expected to do so, and the substitute will be cancelled. The substitute pay would not be deducted from the regular driver. If the cancellation circumstances do not allow the driver to do the regular run, he/she will receive the minimum time, and the sub pay will be deducted.

Other Provisions

1. The Point Peninsula run will receive 25% more than a regular driver's salary until such time as the driver driving the 1997-1998 year is no longer the driver of the run, then the new driver

will be compensated for any time over the basic salary rate of three (3) hours shall be paid at the hourly rate.

2. Drivers will be allowed to bid before September 1 for bus runs on a seniority basis. Seniority determines choice for any regular run schedule. Extra driving assignments are to be made on a seniority basis.
3. Chapter 19-A of the New York State Vehicle and Traffic Law shall govern driving times.

ARTICLE XVII SALARIES

1. The starting rate for newly hired bus drivers shall be no less than \$7500. No newly hired driver shall be hired at more than the lowest paid FTE driver.
2. The basic salary rate is based on a one(1) FTE contract for bus drivers. A one(1) FTE contract is comprised of three(3) hours work (two(2) regular runs per day) – 2-1/2 hours driving and ½ hour cleaning the bus. Any time over the three(3) hours worked shall be compensated in 15 minute blocks at the following hourly rate:

2004-2005 \$12.80/hr

2005-2006 \$13.30/hr

2006-2007 \$13.80/hr

3. Each unit member's basic salary rate shall increase by the following percentage for the year indicated:

2004-2005 4%
2005-2006 4%
2006-2007 4%
4. The District will increase the total money for salaries by 0.8% in the 2004-2005 from the previous year. With the understanding that the District will disburse that additional money where it deems necessary to adjust the hourly rates of particular unit members.
5. The minimum hourly rate for unit members, other than bus drivers, shall be \$6.65/hour.

ARTICLE XVIII DURATION OF AGREEMENT

This negotiated agreement will be effective as soon as it is ratified by both parties. The provisions of this contract will be effective beginning July 1, 2004 through June 30, 2007.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

LYME CENTRAL SCHOOL DISTRICT

By: Bilkey L. Moore

Date: 10/19/04

LYME CENTRAL SCHOOL
RELATED PERSONNEL ASSOCIATION

By: Susan M. Braden

Date: 10/19/04

